

APHIS Training and Development Branch Mission Statement

APHIS Framework for Development (FED)

[APHIS Training Policy for Supervisors, Managers and Executives](#)

[APHIS Mandatory Non-Technical Training](#)

[Using Learning Contracts](#)

[Learning Contract Form](#)

[OPM Executive Core Qualifications and Leadership Competencies](#)

[360 Degree Assessments](#)

[OPM Courses](#)

APHIS TRACK I, Advancing Leader Program, GS 7-11

APHIS TRACK II Leadership Development Program, GS 12-14

		TARGET AUDIENCE			
COMPETENCY	COURSE or PROGRAM	Team Member	Supervisor	Manager	Executive
LEADING CHANGE					
Creativity and Innovation	Strategic Human Capital Planning		★	★	★
	7 Habits for Highly Effective People	★	★	★	★
Continual Learning	7 Habits for Highly Effective People	★	★	★	★
	Computer/Communications Systems Technology Skills	★	★	★	
	Individual Development Planning	★	★	★	★
External Awareness	Staff Officer Training (SOT)				
Flexibility	7 Habits for Highly Effective People	★	★	★	★
	What Matters Most	★	★	★	★
	Intercultural Communications				
Resilience	7 Habits for Highly Effective People	★	★	★	★
	What Matters Most	★	★	★	★
Service Motivation	Customer Service Training	★	★		
Strategic Thinking	Strategic Human Capital Planning		★	★	★
	Staff Officer Training (SOT)				
Vision					
LEADING PEOPLE					
Conflict Management	Crucial Conversations	★	★	★	★
Cultural Awareness	Diversity	★	★	★	★
	Intercultural Communications				

	Civil Rights	★	★	★	★
Integrity/Honesty	Managing Up	★	★		
	7 Habits for Highly Effective People	★	★	★	★
	Ethics	★	★	★	★
Team Building	Individual Coaching	★	★	★	★
	Fundamentals of Human Resources Mgt. (FAHRM)				
RESULTS DRIVEN					
Accountability	Performance Management		★	★	★
	Fundamentals of Human Resources Mgt. (FAHRM)				
	Ethics	★	★	★	★
Customer Service	Customer Service Training	★	★		
Decisiveness					
Entrepreneurship	Strategic Human Capital Planning		★	★	★
Problem Solving	Individual Coaching	★	★	★	★
Technical Credibility	Staff Officer Training (SOT)				
	Civil Rights	★	★	★	★

BUSINESS ACUMEN					
Financial Management	Staff Officer Training (SOT)				
Human Resources Management	Performance Management		★	★	★
	Employee Relations				
	Strategic Human Capital Planning		★	★	★
	Fundamentals of Human Resources Mgt. (FAHRM)				
	Civil Rights	★	★	★	★
BUILDING COALITIONS/COMMUNICATION					
Influencing/Negotiating	Crucial Conversations	★	★	★	★
	Managing Up	★	★		
	Individual Coaching	★	★	★	★
Interpersonal Skills	Performance Management		★	★	★
	Managing Up	★	★		
	Crucial Conversations	★	★	★	★
	7 Habits for Highly Effective People	★	★	★	★
	Diversity	★	★	★	★
	Fundamentals of Human Resources Mgt. (FAHRM)				
	Staff Officer Training (SOT)				
	Intercultural Communications				
	Giving and Receiving Effective Feedback	★	★	★	★
	Customer Service Training	★	★		
Oral Communication	Performance Management		★	★	★
	Crucial Conversations		★	★	★
	Fundamentals of Human Resources Mgt. (FAHRM)				
	Staff Officer Training (SOT)				
	Giving and Receiving Effective Feedback	★	★	★	★

Partnering	Staff Officer Training (SOT)				
Political Savvy	Managing Up	★	★		
	Staff Officer Training (SOT)				
Written Communication	Staff Officer Training (SOT)				
	Technical Writing	★			